

RECEIVED FEB 24 1982

REVIEW COMMITTEE



PG and E

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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

FEB 24 1982

D.J. BERGMAN, CHAIRMAN

General Construction Grievance No. 3-954-81-58
P-RC 684

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

February 23, 1982

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

Subject of the Grievance

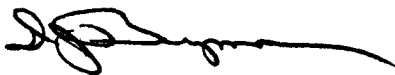
The grievant, a Heavy Truck Driver, received a letter of reprimand and a five day disciplinary layoff following an incident in which his truck sank in wet mud causing approximately \$450 in damage to its exhaust system. The Local Investigating Committee Report also indicated that the grievant had earlier received a reprimand for his unsafe procedures in loading pipe and in another incident involving steel plates.


Discussion

The earlier incidents prompting disciplinary reprimands were not disputed by the grievant in the form of a grievance. The Pre-Review Committee's consideration in this instance concerns not whether the grievant's job conduct should serve as a basis for discipline but whether a five-day disciplinary layoff was appropriate under the facts.

Decision

The Pre-Review Committee is in agreement that the disciplinary letter concerning the final incident will be revised to reflect that the grievant exercised poor judgement rather than culpable negligence. The result of which is that the disciplinary time off will be reduced to two days and the grievant paid for the additional three days of the original disciplinary suspension.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

LVB:ldb

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|-------------|---------------|--------------|--------------------|
| cc: GSBates | RHCunningham | DAOkabayashi | CEWelte |
| LCBeanland | NRFarley | JBStoutamore | Division Personnel |
| IWBonbright | DKLee | WKSnyder | Managers |
| FCBuchholz | TDMacWilliams | CPTaylor | |